



**Labor Market Analysis: 13 – Family and Consumer Sciences  
Baking Specialist II; Culinary Specialist II; Restaurant Management –  
Certificate requiring 16 to fewer than 30 semester units  
Los Angeles Center of Excellence, August 2025**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

**SUMMARY**

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations<sup>1</sup> or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the five identified middle-skill occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, approximately one-third of current workers in the field have completed some college or an associate degree.

**Recommendation:** Due to all three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

**Key Findings**

**Supply Gap**

- 24,164 annual job openings are projected in the region through 2029. This number is substantially greater than the three-year average of 1,714 awards conferred by educational institutions in the region.

<sup>1</sup> Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree. The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

### **Living Wage**

- 93% of annual job openings for these middle-skill culinary occupations have entry-level wages **below** Los Angeles County’s self-sufficiency standard hourly wage (\$24.03/hour).<sup>2</sup>

### **Educational Attainment**

- 54% of the annual job openings typically require no formal educational credential for these target middle-skill culinary-related occupations in the LA/OC region.
- 36%-38% of *food service managers, chefs and head cooks, and first-line supervisors of food preparation and serving workers* have completed some college or an associate degree as their highest level of educational attainment.
  - While educational attainment is lower for *cooks, restaurant and bakers*, between 24% and 29% of these workers in the field have completed some college or an associate degree as their highest level of education.

### **Community college supply**

- 23 community colleges issued awards related to culinary arts and hospitality in the greater LA/OC region.
- 1,098 awards (degrees and certificates) were conferred on average each year between 2022 and 2024.

### **Other postsecondary supply**

- 4 educational institutions in the LA/OC region have conferred awards in programs related to culinary arts and hospitality over the past three years.
- 616 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2021 and 2023.

## **TARGET OCCUPATIONS**

LA COE prepared this report to provide regional labor market and postsecondary supply data related to five middle-skill occupations. [For full occupation descriptions, please see Appendix.](#)

- **Food Service Managers (11-9051)**<sup>3</sup>
- **Chefs and Head Cooks (35-1011)**<sup>4</sup>
- **First-Line Supervisors of Food Preparation and Serving Workers (35-1012)**<sup>5</sup>
- **Cooks, Restaurant (35-2014)**<sup>6</sup>
- **Bakers (51-3011)**<sup>7</sup>

## **OCCUPATIONAL DEMAND**

Exhibit 1 shows the five-year occupational demand projections for these middle-skill culinary-related occupations. In the greater Los Angeles/Orange County region, the number of jobs

<sup>2</sup> Center for Women’s Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024.* <http://selfsufficiencystandard.org/California>.

<sup>3</sup> [Food Service Managers \(bls.gov\)](#)

<sup>4</sup> [Chefs and Head Cooks \(bls.gov\)](#)

<sup>5</sup> [First-Line Supervisors of Food Preparation and Serving Workers \(bls.gov\)](#)

<sup>6</sup> [Cooks \(bls.gov\)](#)

<sup>7</sup> [Bakers \(bls.gov\)](#)

related to these occupations is projected to increase by 9% through 2029. There will be more than 24,000 job openings per year through 2029 due to job growth and replacements. The majority of jobs in 2024 for these middle-skill culinary-related occupations (73%) were located in Los Angeles County.

**Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties<sup>8</sup>**

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	106,063	115,443	9,380	9%	17,474
Orange	40,214	43,944	3,730	9%	6,690
<b>Total</b>	<b>146,277</b>	<b>159,387</b>	<b>13,110</b>	<b>9%</b>	<b>24,164</b>

**Detailed Occupation Data**

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

**Exhibit 2: Detailed employment and occupational demand, Los Angeles County<sup>9</sup>**

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Food Service Managers	14,153	14,833	5%	1,762	28%	91%
Chefs and Head Cooks	8,865	9,516	7%	1,213	24%	86%
First-Line Supervisors of Food Preparation and Serving Workers	30,399	33,049	9%	5,072	21%	89%
Cooks, Restaurant	42,380	47,428	12%	7,716	20%	67%
Bakers	10,265	10,617	3%	1,711	28%	72%
<b>Total</b>	<b>106,063</b>	<b>115,443</b>	<b>9%</b>	<b>17,474</b>	<b>-</b>	<b>-</b>

<sup>8</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

<sup>9</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

## WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill culinary-related occupations in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

### Los Angeles County

The majority, 93%, of annual openings for these middle-skill culinary occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$17.88 and \$24.29. (Exhibit 3).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Chefs and head cooks*, \$24.29

Experienced *bakers and cooks, restaurant* can expect to earn \$22.26 and \$23.39, which are lower than the self-sufficiency standard. However, experienced *food service managers, chef and head cooks, and first-line supervisors of food preparation and serving workers* can expect to earn wages between \$28.78 and \$41.57, which are higher than the self-sufficiency standard.

#### Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Food Service Managers	\$22.18	\$32.31	\$41.57	\$67,200
Chefs and Head Cooks	\$24.29	\$31.11	\$38.74	\$64,700
First-Line Supervisors of Food Preparation and Serving Workers	\$19.49	\$22.42	\$28.78	\$46,600
Cooks, Restaurant	\$18.60	\$21.90	\$23.39	\$45,600
Bakers	\$17.88	\$18.68	\$22.26	\$38,900

\*Rounded to the nearest \$100

### Orange County

All five occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$16.80 and \$23.76 (Exhibit 4). Experienced *bakers and cooks, restaurant* can expect to earn \$20.88 and \$21.70, which are lower than the self-sufficiency standard. However, experienced *food service managers, chef and head cooks, and first-line supervisors of food preparation and serving workers* can expect to earn wages between \$27.26 and \$39.86, which are higher than the self-sufficiency standard.

#### Exhibit 4: Earnings for occupations in Orange County

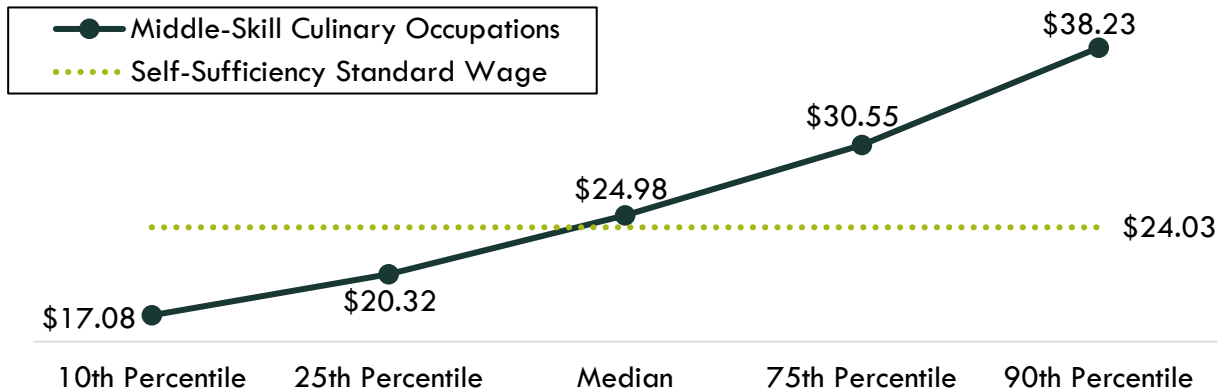
Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Food Service Managers	\$22.66	\$32.14	\$39.86	\$66,800

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Chefs and Head Cooks	\$23.76	\$30.04	\$36.99	\$62,500
First-Line Supervisors of Food Preparation and Serving Workers	\$18.48	\$21.25	\$27.26	\$44,200
Cooks, Restaurant	\$17.28	\$20.34	\$21.70	\$42,300
Bakers	\$16.80	\$17.53	\$20.88	\$36,500

\*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$20.32; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

**Exhibit 5: Average hourly earnings for target occupations, Los Angeles and Orange counties**



## JOB POSTINGS

There were 29,033 online job postings related to the target middle-skill culinary occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (33%) were for *food service managers*, followed by *first-line supervisors of food preparation and serving workers* (28%) and *cooks, restaurant* (16%).

### Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

### Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> <li>• Shift supervisors</li> <li>• General managers</li> <li>• Assistant managers</li> <li>• Cooks</li> <li>• Shift leaders</li> <li>• Assistant general managers</li> <li>• Bakers</li> </ul>	<ul style="list-style-type: none"> <li>• Restaurant operation</li> <li>• Food safety and sanitation</li> <li>• Cash handling</li> <li>• Cooking</li> <li>• Food services</li> <li>• Food preparation</li> <li>• Retail operations</li> </ul>	<ul style="list-style-type: none"> <li>• Starbucks</li> <li>• Domino’s Pizza</li> <li>• Compass Group</li> <li>• Marriott International</li> <li>• Taco Bell</li> <li>• Panda Express</li> <li>• Tri Star Foods</li> </ul>

In the greater Los Angeles/Orange County region, 30% of the culinary-related job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

### Exhibit 8: Education levels requested in job postings for culinary-related, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	1,583	18%
Associate degree	507	6%
High school diploma or vocational training	6,605	76%

## EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (54%) typically require no formal educational credential (Exhibit 9). The national-level data indicates between 36% and 38% of *food service managers, chefs and head cooks, and first-line supervisors of food preparation and serving workers* have completed some college or an associate degree as their highest level of educational attainment. While educational attainment is lower for *cooks, restaurant and bakers*, between 24% and 29% of these workers in the field have completed some college or an associate degree as their highest level of education. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

**Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics**

Occupation	Education Level
Food Service Managers	High school diploma or equivalent
Chefs and Head Cooks	High school diploma or equivalent
First-Line Supervisors of Food Preparation and Serving Workers	High school diploma or equivalent
Cooks, Restaurant	No formal educational credential
Bakers	No formal educational credential

## EDUCATIONAL SUPPLY

### Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are LA Mission, LA Trade-Tech, and Orange Coast.

**Exhibit 10: Regional community college awards (certificates and degrees), 2022-2024**

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
1306.00	Nutrition, Foods, and Culinary Arts	Citrus	6	2	3	4
		East LA	21	16	15	17
		Glendale	6	8	5	6
		LA City	4	1	6	4
		LA Harbor	3	1	2	2
		LA Mission	4	7	7	6
		LA Southwest	2	4	1	2
		LA Trade-Tech	3	-	-	1
		Long Beach	16	20	22	19
		Mt San Antonio	25	29	20	25

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
		Pasadena	3	1	6	3
		Rio Hondo	1	1	3	2
		Santa Monica	11	8	9	9
		West LA	5	2	2	3
		<b>LA Subtotal</b>	<b>110</b>	<b>100</b>	<b>101</b>	<b>104</b>
		Coastline	-	-	1	0
		Cypress	3	-	2	2
		Fullerton	13	12	8	11
		Orange Coast	11	9	10	10
		Saddleback	12	12	10	11
		Santa Ana	2	1	4	2
		Santiago Canyon	-	4	7	4
		<b>OC Subtotal</b>	<b>41</b>	<b>38</b>	<b>42</b>	<b>40</b>
<b>Supply Subtotal/Average</b>			<b>151</b>	<b>138</b>	<b>143</b>	<b>144</b>
1306.20	Dietetic Services and Management	Glendale	23	15	3	14
		LA City	6	6	9	7
		Long Beach	23	7	16	15
		<b>LA Subtotal</b>	<b>52</b>	<b>28</b>	<b>28</b>	<b>36</b>
		Fullerton	-	-	4	1
		Orange Coast	3	6	5	5
		<b>OC Subtotal</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>6</b>
<b>Supply Subtotal/Average</b>			<b>55</b>	<b>34</b>	<b>37</b>	<b>42</b>
1306.30	Culinary Arts	Cerritos	54	55	51	53
		LA Harbor	83	49	72	68
		LA Mission	108	88	157	118
		LA Trade-Tech	132	136	142	137
		Long Beach	28	49	51	43
		Mt San Antonio	20	22	26	23
		Pasadena	1	5	9	5
		<b>LA Subtotal</b>	<b>426</b>	<b>404</b>	<b>508</b>	<b>446</b>
		Cypress	89	70	39	66
		Orange Coast	88	78	83	83
		Saddleback	18	33	31	27
		Santa Ana	5	21	23	16
		Santiago Canyon	128	35	16	60

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
		<b>OC Subtotal</b>	<b>328</b>	<b>237</b>	<b>192</b>	<b>252</b>
		<b>Supply Subtotal/Average</b>	<b>754</b>	<b>641</b>	<b>700</b>	<b>698</b>
1307.00	Hospitality	Cerritos	7	5	8	7
		East LA	2	-	1	1
		Glendale	14	21	22	19
		LA City	8	-	5	4
		LA Harbor	-	1	2	1
		LA Pierce	3	3	8	5
		Long Beach	2	5	30	12
		Mt San Antonio	29	30	16	25
		Pasadena	12	18	12	14
		Rio Hondo	3	2	1	2
		West LA	18	28	17	21
		<b>LA Subtotal</b>	<b>98</b>	<b>113</b>	<b>122</b>	<b>111</b>
		Coastline	-	-	2	1
		Cypress	30	22	6	19
		Orange Coast	19	11	6	12
		Saddleback	-	1	5	2
		Santa Ana	-	5	6	4
<b>OC Subtotal</b>	<b>49</b>	<b>39</b>	<b>25</b>	<b>38</b>		
		<b>Supply Subtotal/Average</b>	<b>147</b>	<b>152</b>	<b>147</b>	<b>149</b>
1307.10	Restaurant and Food Services and Management	Cerritos	10	4	4	6
		LA Mission	18	28	38	28
		LA Trade-Tech	13	16	8	12
		Mt San Antonio	5	3	3	4
		<b>LA Subtotal</b>	<b>46</b>	<b>51</b>	<b>53</b>	<b>50</b>
		Cypress	26	10	1	12
		Orange Coast	-	2	7	3
		<b>OC Subtotal</b>	<b>26</b>	<b>12</b>	<b>8</b>	<b>15</b>
		<b>Supply Subtotal/Average</b>	<b>72</b>	<b>63</b>	<b>61</b>	<b>65</b>
		<b>Supply Total/Average</b>	<b>1,179</b>	<b>1,028</b>	<b>1,088</b>	<b>1,098</b>

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (53%).

**Exhibit 11: Community college awards by award type, 2022-2024**

Award Type	# of Awards	% of Awards
A.A./A.S./A.A.-T/A.S.-T degrees	419	38%
Certificates	587	53%
Noncredit awards	92	8%
<b>Total</b>	<b>1,098</b>	<b>100%</b>

## Other Postsecondary Supply

For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for the target culinary occupations. Exhibit 12 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2021 to 2023. Between 2021 and 2023, other postsecondary college institutions in the region conferred an average of 616 bachelor's and sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

**Exhibit 12: Other regional postsecondary awards, 2021-2023**

CIP Code	Program	Postsecondary Institution	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
12.0501	Baking and Pastry Arts/ Baker/Pastry Chef	Institute of Culinary Education	52	72	77	67
12.0503	Culinary Arts/ Chef Training	Hacienda La Puente Adult Education	4	4	12	7
		Institute of Culinary Education	195	208	196	200
12.0504	Restaurant, Culinary, and Catering Management/ Manager	Institute of Culinary Education	45	37	13	32
52.0901	Hospitality Administration/ Management, General	CSPU-Pomona	267	252	207	242
		CSU-Long Beach	72	77	57	69
<b>Supply Total/Average</b>			<b>635</b>	<b>650</b>	<b>562</b>	<b>616</b>

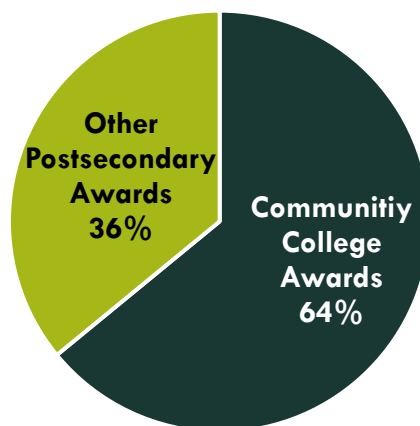
Exhibit 13 shows the breakdown of other postsecondary awards by award type. The majority of awards issued by other postsecondary schools are bachelor’s degrees (51%).

**Exhibit 13: Other postsecondary awards by award type, 2021-2023**

Award Type	# of Awards	% of Awards
Bachelor’s degrees	311	51%
Sub-baccalaureate awards	305	49%
<b>Total</b>	<b>616</b>	<b>100%</b>

Exhibit 14 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by community colleges in the greater Los Angeles/Orange County region.

**Exhibit 14: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region**



## APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Food Service Managers (11-9051)** Plan, direct, or coordinate activities of an organization or department that serves food and beverages.<sup>10</sup>
- **Chefs and Head Cooks (35-1011)** Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.<sup>11</sup>
- **First-Line Supervisors of Food Preparation and Serving Workers (35-1012)** Directly supervise and coordinate activities of workers engaged in preparing and serving food.<sup>12</sup>

<sup>10</sup> [Food Service Managers \(bls.gov\)](https://www.bls.gov)

<sup>11</sup> [Chefs and Head Cooks \(bls.gov\)](https://www.bls.gov)

<sup>12</sup> [First-Line Supervisors of Food Preparation and Serving Workers \(bls.gov\)](https://www.bls.gov)

- **Cooks, Restaurant (35-2014)** Prepare, season, and cook dishes such as soups, meats, vegetables, or desserts in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu.<sup>13</sup>
- **Bakers (51-3011)** Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with “Chefs and Head Cooks” (35-1011).<sup>14</sup>

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**DATA SOURCES**



POWERED BY



- O\*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor’s Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women’s Welfare, University of Washington
- Chancellor’s Office Curriculum Inventory (COCI 2.0)

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<sup>13</sup> [Cooks \(bls.gov\)](https://www.bls.gov)

<sup>14</sup> [Bakers \(bls.gov\)](https://www.bls.gov)